

UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MASSACHUSETTS

CIVIL ACTION No. 04-CV-11986MEL

W. Michael Cahill, Pro-Se  
Plaintiff,

v.

Verizon (New England), et al.  
Local 2222 IBEW  
Defendant

**PLAINTIFFS' MEMORANDUM OF FACTS IN OPOSITION TO**  
**TO MOTION TO DISMISS**

Supporting documents from the Defendant Verizon prove in fact that the Plaintiff was Full Time Regular for over a year, and that his status was changed after the first surplus was announced by the defendant Verizon. If the Defendant IBEW did not act in bad faith and discriminatory against the Plaintiff, and did proper research they would have obtained copies of these official documents stating that the Plaintiff was in fact Full Time Regular, instead because they knew that the Plaintiff was disabled they chose to refuse his grievance, and discriminate against him failing to represent. In correspondence with the defendants both the IBEW and Verizon, both claim that his status was never changed. The clock should begin on the admittance of Verizon in August of 2004. Because the defendants were working together the Plaintiff could not prove his status change without this admittance.

## TEMPORARY EMPLOYEES

### Eligibility

**P12.15** A temporary employee who has accumulated 130 days of work (including days of paid absence) during the current vacation year, including work at some time during either January or February shall be eligible for a vacation of two weeks with pay.

**P12.16** An employee who has accumulated 130 days of work (including days of paid absence) during the current vacation year, but not including work during either January or February shall be given a vacation of one week with pay.

**P12.17** Vacations shall be scheduled in accordance with the requirements of the service. An employee's vacation may be scheduled before the employee has accumulated 130 days of work provided that this is essential to proper force coverage throughout the year and that there is a definite expectation that the employee will subsequently accumulate the 130 days of work as specified in paragraph P12.15.

### Day-At-A-Time

**P12.18** Temporary employees who are eligible for two weeks' vacation may use one of these vacation weeks to be taken on a day-at-a-time basis. Single vacation days may then be granted to employees on the basis of the earliest request and in accordance with the requirements of the service.

## ARTICLE P13 Promotions Within The Bargaining Unit

**P13.01** When selecting employees for job titles designated in Article G31, Note 1, first consideration shall be given to logical candidates in the immediate and related work groups; then to such candidates as have made known their desire to be transferred to such job titles.

**P13.02** Management will select the senior employee, provided the qualifications, such as ability, aptitude and attendance of the individuals considered meet the job title requirements and are judged by Management to be reasonably equal. The appropriate Business Manager will be notified when an employee is selected for one of these job titles.

the provisions of Article G38 to receive wage increases, with such eligibility commencing six (6) months following transfer.

**G29.11** If the above transfer is to a rated job title, and the employee receives the forty-eight (48) month step wage rate, the employee must acquire the rating for that job title within twelve (12) months of the date of transfer in order to retain that wage rate. Date of rating will be as provided for in Article P29 ("Examination Procedures"). However, if employee fails to acquire the necessary rating in the assigned job title within twelve (12) months, the employee's rate of pay will be reduced to the maximum progression wage rate.

### **ARTICLE G30 Filling Vacancies**

**G30.01** Management determines when a vacancy exists. Vacancies shall be filled in accordance with the provisions of this Article.

#### **NOTICE OF VACANCY**

**G30.02** Subject to the provisions of paragraph G30.04, vacancies in rated job titles, vacancies following the use of intra-bargaining unit departmental transfer plans or bidding plans in Traffic, Accounting and Sales, and vacancies in nonrated job titles in Plant shall be advertised for seven (7) calendar days via electronic systems, toll-free telephone tape message and by other means agreeable to the parties. The advertisement shall indicate number of vacancies, department, location, job title, qualifications, initial tour assignment, closing dates and application instructions. Bidding areas will be the geographic boundaries of each of the Local Unions collectively comprising the bargaining agent, as such boundaries exist on the effective date of this Agreement.

#### **TRANSFER APPLICATION AND NOTICE OF AWARD**

**G30.03** Applications shall be made via electronic systems or toll-free telephone number or by other means agreeable to the parties, and must be submitted by the closing date of the advertised vacancy. Notice of award shall be furnished to the successful applicant and the appropriate Business Manager and shall be advertised via electronic systems and toll-free telephone message. Successful applicants will have their length of time residency at the awarded job start as of the closing date of the advertised vacancy. It is expected that the successful applicant will be transferred, or assigned, to fill the vacancy no later than the start of the fourth weekly payroll period from the date of notice of award.

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**ELIGIBILITY**

**G30.04** Employees shall be eligible to fill vacancies or to apply for transfer to fill vacancies after twenty-four (24) months on present assignment. Such vacancies include vacancies at an employee's reporting location where two or more separately administered work groups exist within the same job title. However, employees with less than twenty-four (24) months on present assignment may submit bids for jobs in the same job title. Such requests will be considered when there are no eligible bids received, subject to the mutual consent of Local Management and the Local Business Manager involved.

**Note:** Regular full time employees who were reclassified from temporary full time positions in their job title at their existing reporting location and temporary full time employees who are reassigned in their job title at their existing reporting location, will be considered as having been on their present assignment from the date they reported to the temporary position held prior to their reclassification or reassignment.

**SELECTION****Rated Job Titles**

**G30.05** In cases of conversion, the employees of the offices to be converted will be given first consideration of assignments to the new office.

**G30.06** Consistent with the requirements of the service, applicants for transfer to fill vacancies shall be given consideration in the following order subject to Notes (a), (b), (c) and (d):

- (1) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (2) From regular full time employees outside the bidding area in which the vacancy occurs but within the Company, who are permanently assigned in the job title in which the vacancy occurs.
- (3) From regular full time employees within the Company who are permanently assigned to other rated job titles.

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(4) From regular full time employees permanently assigned to other job titles within the bargaining unit who meet the requirements for the vacancy.

(5) From regular full time employees permanently assigned to other job titles outside the bargaining unit who meet the requirements for the vacancy.

(6) From former regular full time employees who were laid off from rated job titles in the bargaining unit and who are eligible for recall.

(7) From regular part time employees.

(8) From regular full time bargained for employees from outside of the IBEW bargaining units.

(9) From temporary employees.

*People hired off the street*

**Note (a)** Applicants who are regular full time employees and who are assigned in the job title in which the vacancy occurs shall be considered in order of seniority.

**Note (b)** When considering applicants who are regular part time or temporary employees, the same order of consideration shall be used as is used for regular full time employees who are permanently assigned.

**Note (c)** When considering applicants from outside of the job title in which the vacancy occurs, selection, if made from these applicants, shall be based on the applicant's qualifications, physical suitability and previous plant experience for the work covered by the vacancy. Preference will be given to applicants with rating in the job title in which the vacancy occurs.

**Note (d)** — On Central Office vacancies preference will be given to experience in the particular type of Central Office involved.

**Note (e)** For Plant Bargaining Unit vacancies all plant clerical will be considered as a single job title.

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**Nonrated Job Titles**

**G30.07** Consistent with the requirements of the service, applicants for transfer to fill vacancies shall be given consideration in the following order subject to Notes (a), (b), (c), (d) and (e).

- (1) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title and bargaining unit in which the vacancy occurs.
- (2) From regular full time employees outside the bidding area in which the vacancy occurs who are permanently assigned in the job title and bargaining unit in which the vacancy occurs.
- (3) From regular full time employees within the Company and bargaining unit who are not permanently assigned in the job title in which the vacancy occurs.
- (4) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (5) From regular full time employees outside the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (6) From regular full time employees within the Company who are not permanently assigned in the job title in which the vacancy occurs.
- (7) From regular full time former employees who were laid off from nonrated job titles in the Labor Agreement and who are eligible for recall.
- (8) From regular part time employees.
- (9) From regular full time bargained for employees from outside of the IBEW bargaining units.
- (10) From temporary employees.

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Note (a) Applicants who are regular full time employees and who are assigned in the job title in which the vacancy occurs shall be considered in order of seniority.

Note (b) When considering applicants who are regular part time or temporary employees, the same order of consideration shall be used as is used for regular full time employees who are permanently assigned.

Note (c) When considering applicants from outside of the job title in which the vacancy occurs, selection, if made from these applicants, shall be based on the applicant's qualifications, physical suitability and previous experience for the work covered by the vacancy.

Note (d) For Plant, Bargaining Unit vacancies all plant clerical will be considered as a single job title.

Note (e) For Facilities Assigner vacancies, seniority of Estimate Assigner rating will apply.

**OTHER PROCEDURES**

**G30.08** The provisions of paragraphs G30.02 through G30.07 do not apply to:

(a) Reassignments within a clerical work group or a Logistics Services Employee Group when management does not expect to fill vacancies in that work group within ninety (90) calendar days of the reassignment. The reassignment will be filled by canvass of the employees in that work group.

(b) Assignments to job titles covered in Article G31 (Note 1), or other assignments designated by management.

**G30.09** At the discretion of the Company, fifty (50) percent of the vacancies in each job title which otherwise would be advertised and processed in accordance with paragraphs G30.02 through G30.07 may be filled by hiring regular or temporary employees, accepting transfers from outside of the bargaining unit or by accepting temporary full time employees from within the bargaining unit.

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local 2222

**ARTICLE G25  
Force Adjustment Plan****GENERAL**

If, during the term of this Agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment or methods of operation) has or will create a surplus of any job title in any work location which will necessitate layoffs or involuntary permanent reassignments of regular employees to different job titles involving a reduction in pay or to work locations requiring a change of residence, or if a force surplus or force rearrangement necessitating any of the above actions exists for reasons other than technological change, the Company shall provide the Union with the job title(s) and work location(s) affected, together with the names and net credited service dates of all employees in the affected job title(s) in the surplus location(s). In addition, if the surplus condition is caused by an External Event as these terms are defined in the letter of agreement dated August 5, 1994, the Company shall so notify the Union in writing. The Company shall take the following steps, in the order indicated below, to the extent necessary to eliminate the surplus or accomplish the force rearrangement.

**G25.01.** The Company will implement the provisions of Article G23 ("Income Protection Plan"), except that:

- (a) The replacement employee referenced in Article G23.01(b) can be in a surplus job title at a nonsurplus location and must be obtained from the canvass set forth in paragraph G25.02(b) below.
- (b) The Company may implement paragraphs G23.01(a) and (b) at the same time.

**Note:** If a surplus is declared in a job title at a work location where an administrative work group in the surplus job title consists of employees reporting to other work locations and such employees are normally assigned to a common work area, all such work locations shall be considered as a single work location for purposes of the Force Adjustment Plan.

**G25.02** If the implementation of paragraph G25.01 above does not eliminate the surplus, the following steps shall be taken in the following order:

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(a) Rated employees at all locations within the bidding area where rated employees are surplus may, to the extent of the number of rated employees who are surplus, assert seniority of rating rights to displace employees in the same job title permanently assigned within the bidding area.

(b) The Company will conduct a simultaneous canvass at all surplus locations within each Union Local area where a surplus exists. Employees at surplus locations may assert seniority rights to transfer to jobs made available by the Company for which they are qualified. Such jobs will include, but are not limited to, the following:

- (1) Jobs where there is a need resulting from the implementation of paragraph G25.01(b) above.
- (2) Jobs in the surplus job title held by the most junior employees in the Union Local area, equivalent to the number of surplus employees in the job title in the Union Local area. However, an employee at a surplus location, at the time such employee is canvassed, cannot transfer to a job held by one of the identified junior employees if such junior employee is also at a surplus location.
- (3) Notwithstanding any other provisions of the Labor Agreement, jobs identified by the Company which would result if the Company work completed or laid off certain temporary employees within the Union Local area, both within and outside of the surplus bargaining unit.

**G25.03** If the implementation of paragraphs G25.01 and G25.02 does not eliminate the surplus, the provisions of Article G24.03 - G24.08 ("Job Bank") will apply except that the vacancies made available by the Company can be at a higher pension band than the job titles in which the surplus exists and can include vacancies from the NYNEX Job Bank.

- (a) Notwithstanding any other provision of the Labor Agreement, the Job Bank (Article G24.03) may include openings and vacancies covered by this Labor Agreement and vacancies that would result if the Company work completed or laid off temporary employees, both within and outside of the surplus bargaining unit.

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(b) For purposes of this Article, the wages of any employees who are transferred, voluntarily or involuntarily, to jobs having lower basic weekly wage rates shall at the employee's option be reduced in accordance with Article G21 ("Reassignment Pay Protection Plan"), or green circled until the expiration of the Labor Agreement, that is, they will receive the wage rate applicable to their previous jobs, together with any negotiated wage increases, until the expiration of the Labor Agreement, at which time their wages will be reduced to the rate applicable to the job held at that time.

(c) The transfer and vacancy provisions in this Article are separate from and not governed by the transfer and vacancy provisions of this Agreement. However, notwithstanding the provisions of Article G24.06, Plant, Traffic, Accounting, Logistics Services and Sales employees who fill vacancies under this Article shall be reimbursed for expenses in the same manner as outlined in Article P15.

**G25.04** If a surplus regular employee chooses not to transfer under the Job Banks canvass, the Company shall offer to such employees Income Protection payments as provided for in amounts set forth in the Labor Agreement. An employee's election to leave the service of the Company and receive Income Protection payments must be in writing and transmitted to the Company within seven (7) days of the offer and it may not be revoked thereafter. Such employees who elect to accept the Income Protection payments shall terminate their service and leave the payroll of the Company at the close of that seven (7) day period. All such employees who volunteer during such period will be accepted.

**G25.05** If the implementation of the above steps does not eliminate a surplus resulting from an External Event and if at least thirty (30) days has elapsed from the notification of a surplus condition pursuant to this Article, the Company shall lay off employees as provided for in the layoff provisions of this Labor Agreement.

**G25.06** Employees rearranged as a result of the implementation of this Article, will be given one opportunity, before the vacancies are posted and filled under the provisions of Article G30 ("Filling Vacancies"), to return to their former location and job title in the inverse order in which they were rearranged. Employees will be eligible for return opportunities for two (2) years from the date of their rearrangement, or for the life of this Agreement, whichever is greater. Employees declining such offer will still be eligible under Article G30 to fill posted vacancies.

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**G25.07** Nothing in this Article shall be construed as prohibiting the Company and the Union from modifying by mutual agreement, the force adjustment provisions.

## ARTICLE G26 Technology Change Committee

**G26.01** The parties will establish a Technology Change Committee consisting of not more than three representatives of the Company and not more than three representatives of the Union. Such committee may be convened at the option of either party at mutually agreeable times.

**G26.02** The purpose of the Committee is to provide for discussion of major technological changes (including changes in equipment organization or methods of operation) which may affect employees represented by the Union. The Company will notify the Union at least six (6) months in advance of planned major technological changes. Meetings of the Committee will be held as soon thereafter as can be mutually arranged. At such meeting the Company will advise the Union of its plans with respect to the introduction of such changes and will familiarize the Union with the progress being made.

**G26.03** The impact and effect of such changes on the employees shall be appropriate matters for discussion. The Company will discuss with the Union:

- (a) What steps might be taken to offer employment to employees affected:
  - (1) In the same locality or other localities in jobs which may be available in occupations covered by the collective bargaining agreement between the parties and
  - (2) In other occupations in the Company not covered by the collective bargaining agreement.
- (b) The applicability of various Company programs and contractual provisions relating to force adjustment plans and procedures including Income Protection Plan, Reassignment Pay Protection Plan, retirement, transfer procedures and the like.

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Verizon ECR Turnaround Document

NAME: Cahill, Michael  
 EMP ID: MC21050 COMPANY: Verizon New England Inc.  
 EMP STATUS: A CURRENT RC: A2K501000  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

ORG UNIT: 4010922  
 JOB CODE: 500564  
 JSC: 021  
 SSG#: 1.00

PAY CODE: 3103920  
 STEP: 0  
 STRUCT/ZONE: 1  
 FTE: 1.00

STANDARD HRS: 40  
 SCHEDULED HRS: 40  
 SHIFT: 1  
 SHIFT FACTOR: 0  
 JOB SHARE: 0

NEXT PROG DATE:  
 SPEC TREAT DATE:  
 SPEC TREAT TYPE:  
 PIP AMT/DATE: 0.00  
 CPS AMT/DATE: 0.00  
 STA AMT/DATE: 0.00  
 TEMPORARY INCREASE: 0.00

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
 CURRENT: 4740 0 2000000 100

PROPOSED:

EFF DATE: 10/30/00  
 ACTION: HIR  
 REASON: HIR

SEQ: 0  
 ACTION MODE: N  
 EXIT IND: 0

REG/TEMP: R  
 EMP CLASS: F  
 FULL/PART: F

ROTATIONAL:  
 TEMP ASSIGN:  
 EXP END DATE:  
 LOA RET DATE:

WORK STATE IND: MA  
 LOCATION CODE: 000084  
 WORK LOCATION: 125 HIGH STREET BOSTON

DAILY SCHED HRS:  
 CURRENT:  
 PROPOSED:

FLEXTIME:

AVE COMMISSION: 0.00  
 DAILY FARES: 0.00  
 RPPP AMOUNT: 0.00  
 NON STAND SAL IND: N  
 BASIC RATE: 405.50  
 STI AMT/DATE: 0.00  
 RESIDENCY DATE: 10/30/00  
 PERM COMPRADE: 405.50

MANAGER IND: 0  
 FLISA: N  
 PAY: N  
 CYCLE: NET 3 - Weekly

CO LOCATION: 2 ELM ST  
 MA

S: 0 M: 0 T: 0 W: 0 TH: 0 F: 0 S: 0  
 S: M: T: W: TH: F: S:

OTHER ARRANGEMENTS:

CYCLE RATE: 405.50  
 COMP RATE: 405.50  
 SHIFT DIFF: 0.00  
 RATE CHANGE AMT: 0.00  
 RATE CHANGE PCT: 0.00

PERM JOB CODE: 500564

RESIDENCE ADDRESS:

ADDRESS 1: 14 SOUTH ST  
 CITY: SALEM  
 COUNTRY: USA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE:

WORK ADDRESS: F21  
 FLOOR #: 1  
 ROOM #: 1  
 CUBICLE #:  
 EMERGENCY CONTACT:  
 CONTACT NAME:

STATE: MA  
 INTL POSTAL: 01970  
 NONPUB: LOCALITY:  
 NONPUB: TYPE: 01970

MAIL DROP: 100620000  
 WORK PHONE/EXT: 617/743-3516  
 FAX #:

HOME PHONE:  
 WORK PHONE:

OPERATOR ID: BA90RTN  
 TEL #:

INPUT DATE: 11/01/00  
 AUTH BY:

ECR PREPARER CODE: 6221

PREP BY:

781 358.8135



## Verizon ECR Turnaround Document

NAME: Cahill, Michael

EMPLID: MC21050 COMPANY: Verizon New England Inc.

EMP STATUS: A CURRENT RC: A2K501000

JOB TITLE: CENTRAL OFFICE TECHNICIAN

EFF DATE: 01/01/01

ACTION: MDU

REASON: JCC

SEQ: 0

ACTION MODE: C

EXIT IND:

REG/TEMP: R

EMP CLASS: F

FULL/PART: F

ORG UNIT: 4010922

JOB CODE: 500564

JSC: 021

SSG#: 3103320

STEP: 0

STRUCT/ZONE: 1

FTE: 1.00

ROTATIONAL:

TEMP ASSIGN:

EXP END DATE:

LOA RET DATE:

WORK STATE IND:

LOCATION CODE:

WORK LOCATION:

DAILY SCHED HRS:

CURRENT:

PROPOSED:

COMPRESSION WORK WEEK:

FLEXTIME:

WORK AT HOME:

WORK NEAR HOME:

OTHER ARRANGEMENTS:

CYCLE RATE:

COMP RATE:

SHIFT DIFF:

RATE CHANGE AMT:

RATE CHANGE PCT:

PERM JOB CODE: 500564

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)

CURRENT: 4711 0 2000000 100

PROPOSED:

RESIDENCE ADDRESS: EFF DATE: 1900-01-01

ADDRESS 1: 14 SOUTH ST

CITY: SALEM

COUNTRY: USA

HOME PHONE #: 978/740-9887

OTHER HOME PHONE:

WORK ADDRESS:

FLOOR #: 1

ROOM #:

CUBICLE #:

EMERGENCY CONTACT:

CONTACT NAME:

REMARKS:

ECR PREPARER CODE: 6221

PREP BY

OPERATOR ID: BAVHMH6

TEL #:

HOME PHONE:

WORK PHONE:

INPUT DATE: 01/09/01

AUTH BY:

PAGER:

CELL:

COMMENTS:

POSTAL: 01970

LOCALITY:

TYPE:

CONFIDENTIAL: N

MAIL DROP: NM0110101

WORK PHONE/EXT: 617/743-3516

FAX #:

BEEPER/PIN:

VERIZON ECR TURNAROUND DOCUMENT

NAME: CAHILL, MICHAEL  
EMPLID: MC21050  
EMP STATUS: A  
JOB TITLE: CENTRAL OFFICE TECHNICIAN  
COMPANY: VERIZON NEW ENGLAND INC.  
CURRENT RC: A2K501000  
ACTION: 12/11/00  
REASON: JCC  
EFF DATE: 01/01/01  
SEQ: 0  
ACTION MODE: A  
EXIT IND: F  
REG/TEMP: R  
EMP CLASS: 50  
FULL/PART: Y

ORG UNIT: 4010922  
JOB CODE: 500564  
JSC: 021  
SSG#: 1.00  
MANAGER IND: 0  
FLSA: N  
PAY: SCA/UA:  
CYCLE: NET 3 - WEEKLY  
SAL ADMIN PLAN: 50  
CL/WAGE TBL: 02  
Y

PAY CODE: 3103320  
STEP: 0  
STRUCT/ZONE: 1  
FTE: 1.00  
WORK STATE IND: MA  
LOCATION CODE: 00M084  
WORK LOCATION: 125 HIGH STREET BOSTON  
CO LOCATION: MA 01901  
MALDEN, MA

STANDARD HRS: 40  
SCHEDULED HRS: 40  
SHIFT: 1  
SHIFT FACTOR: 0  
JOB SHARE: COMPRESS WORK WEEK:  
DAILY SCHED HRS: 8  
CURRENT: 8  
PROPOSED: 8  
S: 0 M: 8  
S: M: 8  
T: 8 W: 8  
T: W: 8  
TH: 8 F: 8  
TH: F: 8  
S: 0 S: 0

NEXT PROG DATE:  
SPEC TREAT DATE:  
SPEC TREAT TYPE:  
PIP AMT/DATE: 0.00  
CPS AMT/DATE: 0.00  
STA AMT/DATE: 0.00  
TEMPORARY INCREASE: 0.00  
AVE COMMISSION: 0.00  
DAILY FARES: 0.00  
RPPP AMOUNT: 0.00  
NON STAND SAL IND: N  
BASIC RATE: 405.50  
STI AMT/DATE: 0.00  
RESIDENCY DATE: 10/30/00  
PERM COMPRAE: 405.50  
CYCLE RATE: 405.50  
COMP RATE: 405.50  
SHIFT DIFF: 0.00  
RATE CHANGE AMT: 0.00  
RATE CHANGE PCT: 0.00  
OTHER ARRANGMENTS:

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
CURRENT: 4711 0.200000 100  
PROPOSED:

PERM JOB CODE: 500564  
COMMENTS:

RESIDENCE ADDRESS: 14 SOUTH ST  
ADDRESS 1: 14 SOUTH ST  
CITY: SALEM  
STATE: MA  
INIL POSTAL: 01970  
NONPUB: LOCALITY:  
NONPUB: TYPE: CONFIDENTIAL: N  
MAIL DROP: 160820000  
WORK PHONE/EXT: 617/743-3516  
FAX #: BEEPER/PIN:  
HOME PHONE: 110101  
WORK PHONE:

ECR PREPARER CODE: 6221  
PREP BY: Jerraine Costa  
OPERATOR ID: HRPJFCC  
TEL #: 81.358.8135  
INPUT DATE: 01/05/01  
AUTH BY: 1.11.01  
PAGER: 01/05/01  
CELL:

## Verizon ECR Turnaround Document

NAME: Cahill, Michael  
 EMPID: MC21050 COMPANY: Verizon New England Inc.  
 EMP STATUS: A CURRENT RC: A2K501160  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

EFF DATE: 01/01/01  
 ACTION: HDU  
 REASON: JCC

SEQ: 0  
 ACTION MODE: C  
 EXIT IND:   
 REG/TEMP: R  
 EMP CLASS:   
 FULL/PART: F

ORG UNIT: 4010925  
 JOB CODE: 500564  
 JSC: 021  
 SSG#:   
 PAY CODE: 3103320  
 STEP: 0  
 STRUCT/ZONE: 1  
 FTE: 1.00  
 ROTATIONAL:   
 TEMP ASSIGN: N  
 EXP END DATE:   
 LOA RET DATE:   
 WORK STATE IND: MA  
 LOCATION CODE: 00M011  
 WORK LOCATION: 7 ELM STREET  
 MALDEN  
 MANAGER IND: 0  
 SAL ADMIN PLAN: 50  
 FLSA: N  
 CL/WAGE TBL: 02  
 PAY:   
 SCA/UA: N  
 CYCLE: NET 3 - Weekly  
 CO LOCATION:   
 ACTION: HDU  
 REASON: JCC

STANDARD HRS: 40  
 SCHEDULED HRS: 40  
 SHIFT: 1  
 SHIFT FACTOR: 0  
 JOB SHARE: 0  
 COMPRESS WORK WEEK:   
 S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0  
 S: M: T: W: TH: F: S:

OTHER ARRANGEMENTS:  
 CYCLE RATE: 405.50  
 COMP RATE: 405.50  
 SHIFT DIFF: 0.00  
 RATE CHANGE AMT: 0.00  
 RATE CHANGE PCT: 0.00  
 AVE COMMISSION: 0.00  
 DAILY FARES: 0.00  
 RPPP AMOUNT: 0.00  
 NON STAND SAL IND: N  
 BASIC RATE: 405.50  
 ST1 AMT/DATE: 0.00  
 RESIDENCY DATE: 10/30/00  
 PERM COMP RATE: 405.50  
 PERM JOB CODE: 500564

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
 CURRENT: 4711 0 200000 100  
 PROPOSED:   
 COMMENTS:   
 CONFIDENTIAL: N

RESIDENCE ADDRESS: EFF DATE: 1900-01-01  
 ADDRESS 1: 14 SOUTH ST  
 CITY: SALEM  
 COUNTRY: USA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE:   
 WORK ADDRESS:   
 FLOOR #: 1  
 ROOM #:   
 CUBICLE #:   
 EMERGENCY CONTACT:   
 CONTACT NAME:   
 REMARKS:   
 STATE: MA  
 INTL POSTAL:   
 NONPUB:   
 NONPUB:   
 TYPE:   
 MAIL DROP: NM0110101  
 WORK PHONE/EXT: 617/743-3516  
 FAX #:   
 POSTAL: 01970  
 LOCALITY:   
 BEEPER/PIN:   
 HOME PHONE:   
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 CELL:   
 INPUT DATE: 01/11/01  
 AUTH BY:   
 OPERATOR ID: BAVNH6  
 TEL #:   
 ECR PREPARER CODE: 6221  
 PREP BY:   
 COMMENTS:   
 CONFIDENTIAL: N

## Verizon ECR Turnaround Document

NAME: Cahill, Michael

EMPLID: MC21050

COMPANY: Verizon New England Inc.

EMP STATUS: A

CURRENT RC: A2K501160

JOB TITLE: CENTRAL OFFICE TECHNICIAN

ORG UNIT: 4010925

JOB CODE: 500564

JSC: 021

SSG#: 1.00

PAY CODE: 3103320

STEP: 0

STRUCTURE/ZONE: 1

FTE: 1.00

EFF DATE: 01/01/01

ACTION: MDU

REASON: JCC

SEQ: 0

ACTION MODE: C

EXIT IND:

REQ/TEMP: R

EMP CLASS: F

FULL/PART: F

ROTATIONAL:

TEMP ASSIGN:

EXP END DATE:

LOA RET DATE:

WORK STATE IND: MA

LOCATION CODE: 00M011

WORK LOCATION: 7 ELM STREET

MALDEN

MANAGER IND: 0

FLSA: N

PAY: SCA/UA:

CYCLE: NET 3 - Weekly

CO LOCATION:

SAL ADMIN PLAN: 50

CL/WAGE TBL: 02

N

DAILY SCHED HRS: 40

CURRENT: 40

PROPOSED: 1

FLEXTIME: 0

COMPRESS WORK WEEK:

STANDARD HRS: 40

SCHEDULED HRS: 40

SHIFT: 1

SHIFT FACTOR: 0

JOB SHARE:

S: 0

M: 8

T: 8

W: 8

TH: 8

F: 8

S: 0

S: 0

M: 8

T: 8

W: 8

TH: 8

F: 8

S: 0

S: 0

M: 8

T: 8

W: 8

TH: 8

F: 8

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T: 8

W: 8

TH: 8

F: 8

S: 0

S: 0

M: 8

T: 8

W: 8

TH: 8

F: 8

S: 0

PERM JOB CODE: 500564

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)

CURRENT: 4711 0 2000000 100

PROPOSED:

RESIDENCE ADDRESS: EFF DATE: 1900-01-01

ADDRESS 1: 14 SOUTH ST

CITY: SALEM

COUNTRY: USA

HOME PHONE #: 978/740-9887

OTHER HOME PHONE:

WORK ADDRESS:

FLOOR #: 1

ROOM #:

CUBICLE #:

EMERGENCY CONTACT:

CONTACT NAME:

REMARKS:

COMMENTS:

STATE: MA

INTL POSTAL:

NONPUB:

NONPUB:

POSTAL: 01970

LOCALITY:

TYPE:

CONFIDENTIAL: N

MAIL DROP: NM0110101

WORK PHONE/EXT: 617/749-3516

FAX #:

BEEPER/PIN:

HOME PHONE:

WORK PHONE:

PAGER:

CELL:

INPUT DATE: 02/15/01

AUTH BY:

OPERATOR ID: BA4SWDC

TEL #:

ECR PREPARER CODE: 6221

PREP BY:

## Verizon ECR Turnaround Document

NAME: Cahill, Michael  
 EMP ID: MC21050 COMPANY: Verizon New England Inc.  
 EMP STATUS: A CURRENT RC: AZK501160  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

ORG UNIT: 4010925  
 JOB CODE: 500564  
 JSC: 021  
 SSG#: 021

PAY CODE: 3103320  
 STEP: 6  
 STRUCTURE/ZONE: 1  
 FTE: 1.00

SUPERVISOR ID: BAGLH3C  
 TEMP ASSIGN: N  
 EXP END DATE: \_\_\_\_\_  
 LOA RET DATE: \_\_\_\_\_

WORK STATE IND: MA  
 LOCATION CODE: 00M011  
 WORK LOCATION: 7 ELM STREET  
 MALDEN

MANAGER IND: 0  
 FLSA: N  
 PAY: \_\_\_\_\_  
 CYCLE: NET 3 - Weekly  
 CO LOCATION: \_\_\_\_\_

EFF DATE: 04/29/01  
 ACTION: \_\_\_\_\_  
 REASON: \_\_\_\_\_

SEQ: 0  
 ACTION MODE: C  
 EXIT IND: \_\_\_\_\_

REG/TEMP: R  
 EMP CLASS: F  
 FULL/PART: F

STANDARD HRS: 40  
 SCHEDULED HRS: 40  
 SHIFT: 1  
 SHIFT FACTOR: 0  
 JOB SHARE: 0

COMPRESS WORK WEEK:  
 NEXT PROG DATE: 10/30/01  
 SPEC TREAT DATE: \_\_\_\_\_  
 SPEC TREAT TYPE: \_\_\_\_\_  
 PIP AMT/DATE: 0.00  
 CPS AMT/DATE: 0.00  
 STA AMT/DATE: 0.00  
 TEMPORARY INCREASE: 0.00

DAILY SCHED HRS:  
 CURRENT: \_\_\_\_\_  
 PROPOSED: \_\_\_\_\_

FLEXTIME:  
 AVE COMMISSION: 0.00  
 DAILY FARES: 0.00  
 RPPP AMOUNT: 0.00  
 NON STAND SAL IND: N  
 BASIC RATE: 463.50  
 STI AMT/DATE: 0.00  
 RESIDENCY DATE: 10/30/00  
 PERM COMPRADE: 463.50

WORK AT HOME: \_\_\_\_\_  
 WORK NEAR HOME: \_\_\_\_\_  
 OTHER ARRANGMENTS: \_\_\_\_\_

CYCLE RATE: 463.50  
 COMP RATE: 463.50  
 SHIFT DIFF: 0.00  
 RATE CHANGE AMT: 58.00  
 RATE CHANGE PCT: 14.30

BEACON REP ID: 500564  
 PERM JOB CODE: 500564

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
 CURRENT: 4711 0 2000000 100  
 PROPOSED: \_\_\_\_\_

RESIDENCE ADDRESS: EFF DATE: 1900-01-01  
 ADDRESS 1: 14 SOUTH ST  
 CITY: SALEM  
 COUNTRY: USA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE: \_\_\_\_\_  
 WORK ADDRESS: \_\_\_\_\_  
 FLOOR #: 1  
 ROOM #: \_\_\_\_\_  
 CUBICLE #: \_\_\_\_\_  
 EMERGENCY CONTACT: \_\_\_\_\_  
 CONTACT NAME: \_\_\_\_\_  
 REMARKS: \_\_\_\_\_

STATE: MA  
 INTL POSTAL: \_\_\_\_\_  
 NONPUB: \_\_\_\_\_  
 NONPUB: \_\_\_\_\_

MAIL DROP: NM0110101  
 WORK PHONE/EXT: 617/743-3516  
 FAX #: \_\_\_\_\_

POSTAL: 01970  
 LOCALITY: \_\_\_\_\_

TYPE: \_\_\_\_\_

CONFIDENTIAL: N

BEEPER/PIN: \_\_\_\_\_

HOME PHONE: \_\_\_\_\_  
 WORK PHONE: \_\_\_\_\_

PAGER: \_\_\_\_\_  
 CELL: \_\_\_\_\_

INPUT DATE: 05/10/01  
 AUTH BY: \_\_\_\_\_

ECR PREPARER CODE: 6221  
 PREP BY: \_\_\_\_\_

OPERATOR ID: BASKITZ  
 TEL #: \_\_\_\_\_

617-743-52142

COMMENTS: Chance Michael  
 160620000

CA

## Verizon ECR Turnaround Document

NAME: Cahill, Michael  
 EMP ID: MC21050 COMPANY: Verizon New England Inc.  
 EMP STATUS: A CURRENT RC: A2K501160  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

EFF DATE: 08/05/01  
 ACTION: PAY  
 REASON: ANN  
 SEQ: 0  
 ACTION MODE: A  
 EXIT IND:  
 REG/TEMP: R  
 EMP CLASS: F  
 FULL/PART: F

JRG UNIT: 4010925  
 JOB CODE: 500564  
 JSC: 021  
 JSG#: 021  
 SUPERVISOR ID: BA6LH3C  
 TEMP ASSIGN: N  
 EXP END DATE:  
 LOA RET DATE:

PAY CODE: 3103320  
 STEP: 6  
 STRUCT/ZONE: 1  
 RATE: 1.00  
 WORK STATE IND: MA  
 LOCATION CODE: 00M011  
 WORK LOCATION: 7 ELM STREET  
 MALDEN  
 MANAGER IND: 0  
 SAL ADMIN PLAN: 50  
 FLSA: N  
 CL/WAGE TBL: 02  
 PAY: SCA/UA: N  
 CYCLE: NET 3 - Weekly  
 CO LOCATION:

STANDARD HRS: 40  
 SCHEDULED HRS: 40  
 SHIFT: 1  
 SHIFT FACTOR: 0  
 JOB SHARE: 0  
 DAILY SCHED HRS: 8  
 CURRENT: 8  
 PROPOSED: 8  
 S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0  
 S: M: T: W: TH: F: S:

TEXT PROG DATE: 10/30/01  
 SPEC TREAT DATE:  
 SPEC TREAT TYPE:  
 PIP AMT/DATE: 0.00  
 CPS AMT/DATE: 0.00  
 STA AMT/DATE: 0.00  
 TEMPORARY  
 INCREASE: 0.00  
 WORK AT HOME: WORK NEAR HOME: OTHER ARRANGEMENTS:

AVE COMMISSION: 0.00  
 DAILY FARES: 0.00  
 RPPP AMOUNT: 0.00  
 NON STAND SAL IND: N  
 BASIC RATE: 477.50  
 STI AMT/DATE: 0.00  
 RESIDENCY DATE: 10/30/00  
 PERM COMP RATE: 477.50  
 CYCLE RATE: 477.50  
 COMP RATE: 477.50  
 SHIFT DIFF: 0.00  
 RATE CHANGE AMT: 14.00  
 RATE CHANGE PCT: 3.02  
 BEACON REP ID: 500564  
 PERM JOB CODE: 500564

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
 CURRENT: 4711 0 2000000 100

PROPOSED:

RESIDENCE ADDRESS: EFF DATE: 1900-01-01  
 ADDRESS 1: 14 SOUTH ST  
 CITY: SALEM  
 COUNTRY: USA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE:

STATE: MA  
 INTL POSTAL:  
 NONPUB:  
 NONPUB:  
 POSTAL: 01970  
 LOCALITY:

WORK ADDRESS:  
 FLOOR #: 1  
 ROOM #: 1  
 CUBICLE #:  
 EMERGENCY CONTACT:  
 CONTACT NAME:  
 TYPE: CONFIDENTIAL: N  
 MAIL DROP: NM0110101  
 WORK PHONE/EXT: 617/743-3516  
 FAX #:

REMARKS:

ECR PREPARER CODE: 6221  
 PREP BY: OPERATOR ID: HRP GIRT  
 TEL #: INPUT DATE: 08/07/01  
 AUTH BY:

HOME PHONE:  
 WORK PHONE:  
 PAGER:  
 CELL:

VERIZON ECR TURNAROUND DOCUMENT

NAME: CAHILL, MICHAEL  
EMP ID: MC21050  
JOB STATUS: A  
JOB TITLE: CENTRAL OFFICE TECHNICIAN  
COMPANY: VERIZON NEW ENGLAND INC.  
CURRENT RC: A2K501160  
EFF DATE: 08/26/01  
ACTION: MDU  
REASON: MDC  
SEQ: 0  
ACTION MODE: C  
EXIT IND: \_\_\_\_\_  
REG/TEMP: \_\_\_\_\_  
EMP CLASS: \_\_\_\_\_  
FULL/PART: \_\_\_\_\_

ORG UNIT: 4010925  
JOB CODE: 500564  
JSC: 021  
SSG#: \_\_\_\_\_  
PAY CODE: 3103320  
STEP: 6  
STRUCT/ZONE: 1  
FTE: 1.00  
SUPERVISOR ID: BA6LH3C  
TEMP ASSIGN: N  
EXP END DATE: \_\_\_\_\_  
LOA RET DATE: \_\_\_\_\_  
WORK STATE IND: MA  
LOCATION CODE: 00M011  
WORK LOCATION: 7 ELM STREET  
MALDEN  
MANAGER IND: 0  
FLSA: N  
PAY: \_\_\_\_\_  
CYCLE: NET 3 - WEEKLY  
CO LOCATION: \_\_\_\_\_  
SAL ADMIN PLAN: 50  
CL/WAGE TBL: 02  
SCA/UA: N

STANDARD HRS: 40  
SCHEDULED HRS: 40  
SHIFT: 40  
SHIFT FACTOR: 1  
JOB SHARE: 0  
COMPRESS WORK WEEK: 0  
NEXT PROG DATE: 10/30/01  
SPEC TREAT DATE: \_\_\_\_\_  
SPEC TREAT TYPE: \_\_\_\_\_  
PIP AMT/DATE: 0.00  
CPS AMT/DATE: 0.00  
STA AMT/DATE: 0.00  
TEMPORARY INCREASE: 0.00  
DAILY SCHED HRS: \_\_\_\_\_  
CURRENT: \_\_\_\_\_  
PROPOSED: \_\_\_\_\_  
FLEX TIME: \_\_\_\_\_  
WORK AT HOME: \_\_\_\_\_  
WORK NEAR HOME: \_\_\_\_\_  
OTHER ARRANGEMENTS: \_\_\_\_\_  
S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0  
S: \_\_\_\_\_ M: \_\_\_\_\_ T: \_\_\_\_\_ W: \_\_\_\_\_ TH: \_\_\_\_\_ F: \_\_\_\_\_ S: \_\_\_\_\_  
CYCLE RATE: 477.50  
COMP RATE: 477.50  
SHIFT DIFF: 0.00  
RATE CHANGE AMT: 0.00  
RATE CHANGE PCT: 0.00  
BEACON REP ID: 500564  
PERM JOB CODE: \_\_\_\_\_

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
CURRENT: 4711 0 2000000 100  
PROPOSED: \_\_\_\_\_

RESIDENCE ADDRESS: 14 SOUTH ST  
ADDRESS 1: SALEM  
CITY: SALEM  
COUNTRY: USA  
HOME PHONE #: 978/740-9887  
OTHER HOME PHONE: \_\_\_\_\_  
WORK ADDRESS: \_\_\_\_\_  
FLOOR #: 1  
ROOM #: \_\_\_\_\_  
CUBICLE #: \_\_\_\_\_  
EMERGENCY CONTACT: \_\_\_\_\_  
CONTACT NAME: \_\_\_\_\_  
REMARKS: \_\_\_\_\_  
STATE: MA  
INTL POSTAL: \_\_\_\_\_  
NONPUB: \_\_\_\_\_  
NONPUB: \_\_\_\_\_  
TYPE: \_\_\_\_\_  
MAIL DROP: 1G0620000  
WORK PHONE/EXT: 617/743-3516  
FAX #: \_\_\_\_\_  
POSTAL: 01970  
LOCALITY: \_\_\_\_\_  
CONFIDENTIAL: N  
BEEPER/PIN: \_\_\_\_\_  
HOME PHONE: \_\_\_\_\_  
WORK PHONE: \_\_\_\_\_  
PAGER: \_\_\_\_\_  
CELL: \_\_\_\_\_  
INPUT DATE: 09/07/01  
AUTH BY: \_\_\_\_\_  
OPERATOR ID: BAPSZJB  
TEL #: \_\_\_\_\_  
ECR PREPARER CODE: 6221  
PREP BY: \_\_\_\_\_

COMMENTS:



## Verizon ECR Turnaround Document

NAME: Cahill, Michael  
 EMPID: MC21050 COMPANY: Verizon New England Inc.  
 EMP STATUS: A CURRENT RC: A2K501160  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

EFF DATE: 10/28/01  
 ACTION: PAY  
 REASON: PRG

SEQ: 0  
 ACTION MODE: A  
 EXIT IND: F

REG/TEMP: R  
 EMP CLASS: F  
 FULL/PART: F

ORG UNIT: 4010925  
 JSC: 500564  
 SSG#: 021  
 PAY CODE: 3103320  
 STEP: 12  
 STRUCT/ZONE: 1  
 FTE: 1.00

SUPERVISOR ID: BA6LH3C  
 TEMP ASSIGN: N  
 EXP END DATE:  
 LOA RET DATE:  
 WORK STATE IND: MA  
 LOCATION CODE: 00M011  
 WORK LOCATION: 7 ELM STREET  
 MALDEN

MANAGER IND: 0  
 FLISA: N  
 PAY: CL/WAGE TBL: 50  
 SCA/UA: 02  
 CYCLE: NET 3 - Weekly

CO LOCATION:

STANDARD HRS: 40  
 SCHEDULED HRS: 40  
 SHIFT: 1  
 SHIFT FACTOR: 0  
 JOB SHARE: 0  
 COMPRESS WORK WEEK:

DAILY SCHED HRS:  
 CURRENT:  
 PROPOSED:

S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0  
 S: M: T: W: TH: F: S:

NEXT PROG DATE: 04/30/02  
 SPEC TREAT DATE:  
 SPEC TREAT TYPE:  
 PIP AMT/DATE: 0.00  
 CPS AMT/DATE: 0.00  
 STA AMT/DATE: 0.00  
 TEMPORARY: 0.00  
 INCREASE: 0.00

AVE COMMISSION: 0.00  
 DAILY FARES: 0.00  
 RPPP AMOUNT: 0.00  
 NON STAND SAL IND: N  
 BASIC RATE: 546.00  
 STI AMT/DATE: 0.00  
 RESIDENCY DATE: 10/30/00  
 PERM COMPRADE: 546.00

CYCLE RATE: 546.00  
 COMP RATE: 546.00  
 SHIFT DIFF: 0.00  
 RATE CHANGE AMT: 68.50  
 RATE CHANGE PCT: 14.35

OTHER ARRANGMENTS:

BEACON REP ID: 500564  
 PERM JOB CODE:

EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
 CURRENT: 4711 0 2000000 100

PROPOSED:

RESIDENCE ADDRESS: EFF DATE: 1900-01-01  
 ADDRESS 1: 14 SOUTH ST  
 CITY: SALEM

COUNTRY: USA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE:

STATE: MA  
 INTL POSTAL:  
 NONPUB:

POSTAL: 01970  
 LOCALITY:

WORK ADDRESS:  
 FLOOR #: 1  
 ROOM #: 1  
 CUBICLE #:  
 EMERGENCY CONTACT:  
 CONTACT NAME:

TYPE:

MAIL DROP: 1G0620000  
 WORK PHONE/EXT: 617/743-3516  
 FAX #:

CONFIDENTIAL: N

BEEPER/PIN:

REMARKS:

HOME PHONE:  
 WORK PHONE:

PAGER:  
 CELL:

ECR PREPARER CODE: 6221

OPERATOR ID: HRPWPRO  
 TEL #:

INPUT DATE: 10/26/01  
 AUTH BY:

*Signature*

Q-550/1477

<b>Name</b> CAHILL, MICHAEL W.		<b>Social Security No.</b> 033521050	
<b>Residence - Street No./Name</b> 14 SOUTH ST.		<b>Work Location</b> 125 HIGH ST. RM314 BOSTON	
<b>Title</b> C.O. TECH		<b>State</b> MA	
<b>City</b> SALEM		<b>Zip Code</b> 01970	
<b>Telephone No.</b> 978-740-9887		<b>Net Credited Service Date</b> 10/30/00	

  

Day	Month																															Absence	Tardy	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
J																																		
F																																		
M																																		
A																																		
M																																		
J																																		
J																																		
A																																		
S																																		
O																																		
N																																		
D																																		

  

<b>Previous Year - Days Carried Over</b> Vacation/Excused: _____ Work Days: _____	<b>Current Year Vacation</b> Taken: _____ Days: _____
---	---

  

<b>Paid Excused</b> Whole Days: _____ Half Days: _____ Unpaid Excused Days: _____	<b>Floating Holidays</b> Taken: _____ Days: _____
--	---

  

<b>Total Incidental Absence Days</b> _____	<b>Total Disability &amp; Other Days</b> _____
---	---

  

<b>Total This Yr.</b> YR 2000: _____ YR _____ YR _____ YR _____ YR _____	<b>No. Of Years</b> Perfect Attendance: _____
---	--

# Employee Absence/Tardiness Record (Verizon North)

G-9501417



Year 2001

Name

CHALLINOR, MICHAEL

Social Security No.

033 583 1052

Title

COY

Work Location

7200 ST

Net Credited Service Date

11.30.02

Residence - Street No./Name

14 SOUTH ST

City

SLATON

State

MD

Zip Code

21922

Telephone No.

975.940.9849

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Absence Days	Fancy
No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
J	H														H																		
F																																	
M						N																											
A																HF																	
M																																	
J	V																																
J																																	
A																																	
S																																	
O																																	
N																																	
D																																	

Previous Year - Days Carried Over

Vacation/Excused Work Days

Taken:	5/10	5/11	5/12	5/13	5/14	5/15	5/16	5/17

Current Year Vacation

Taken	5/29	5/30	5/31	6/1	6/4

Paid Excused Whole Days

Taken	9/24	9/25	9/26	9/27	9/28	9/29	9/30

Paid Excused Half Days

Taken	9/22	9/23

Unpaid Excused Days

Taken	9/24	9/25	9/26	9/27	9/28	9/29	9/30

Floating Holidays

Taken:	X	4/16

Holidays Occ. During Vacation

Taken:	Taken On:

Total Incidental Absence Days

Total Incidental Absence Days

Total Disability & Other Days

Total Disability & Other Days

Total This Yr.	YR	01
No. Of Years Perfect Attendance	YR	01

# Employee Absence/Tardiness Record (Verizon North)

Year 2001

*[Signature]*  
 Supervisor  
 10

**verizon**

Name CRILL, MICHAEL Social Security No. 033 58 1050 Title COIT Work Location 7 ELM ST Net Credited Service Date 11.30.00

Residence - Street No./Name 14 South St City Salem State MA Zip Code 01970 Telephone No. 978.240.9849

No.	Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Absence Days	Tardy Days
J	H																																0	0
F																H																	0	0
M						N														M													0	0
A																	HF																1.5	1
M	<del>H</del>																																1	1
J	V																																0	0
J	V																																0	0
A																																	0	0
S																																	0	0
O																																	0	0
N																																	0	0
D																																	0	0

Previous Year - Days Carried Over

Current Year Vacation

Telephone No.

976. 240. 9849

Supervisor

MR

Signature

MR

Previous Year - Days Carried Over  
 Taken: 5

Current Year Vacation  
 Taken: 10

Holiday Date During Vacation																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Paid Excused Whole Days		Taken	
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		821	928
Paid Excused Half Days		822	923
Unpaid Excused Days			

Floating Holidays	
Taken:	<input checked="" type="checkbox"/> 4/14
Holidays Occ. During Vacation	
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Carried Over To Next Year  
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EMIATime Inferred on hour